



## DEVELOPMENTAL SERVICES, DEPARTMENT OF CAREER EXECUTIVE ASSIGNMENT EXAMINATION ANNOUNCEMENT

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation. It is an objective of the State of California to achieve a drug-free work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

<b>DEPARTMENT:</b>	DEVELOPMENTAL SERVICES, DEPARTMENT OF	<b>RELEASE DATE:</b>	Wednesday, July 22, 2015
<b>POSITION TITLE:</b>	CLINICAL DIRECTOR, Porterville DC	<b>FINAL FILING DATE:</b>	Until Filled
<b>CEA LEVEL:</b>	CEA A	<b>EXTENDED FINAL FILING DATE:</b>	
<b>SALARY RANGE:</b>	\$ 6,296.00 - \$ 9,051.00 / Month	<b>BULLETIN ID:</b>	07222015_7

### POSITION DESCRIPTION

The General Treatment Program (GTA) Clinical Director (CD) has twenty-four hour overall responsibility for policy development and direction, leadership and management in the continuing development and implementation of programming and treatment modalities for consumers and staff within the GTA residential and off-residential training and educational programs. These programs include the General Acute Care, the Nursing Facility (NF) and the Intermediate Care for Individuals with Intellectual Disabilities (ICF-IID). Additionally, communication with community stakeholders, Porterville Developmental Center's (PDC) Office of Protective Services (OPS), local law enforcement agencies and officers of the court occurs on a regular basis.

### MINIMUM QUALIFICATIONS

Applicants must meet the following minimum qualifications:

#### Either I

Must be a current State civil service employee with permanent civil service status, as defined in Government Code Section 18546.

#### Or II

Must be a current or former employee of the Legislature, who resigned or was released from service within the last 12 months, and with two or more consecutive years of service as defined in Government Code Section 18990.

#### Or III

Must be a current or former nonelected exempt employee of the Executive Branch of **government**

who resigned or was released from service within the last 12 months, and with two or more consecutive years of service (excluding those positions for which the salaries are set by statute) as defined by Government Code Section 18992.

#### **Or IV**

Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code Section 18991.

### **KNOWLEDGE AND ABILITIES**

Applicants must demonstrate the ability to perform high administrative and policy – influencing functions effectively. Such overall ability requires possession of most of the following more specific knowledge and abilities:

(1) Knowledge of the organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch; principles, practices, and trends of public administration, organization, and management; techniques of organizing and motivating groups; program development and evaluation; methods of administrative problem solving; principles and practices of policy formulation and development; and personnel management techniques; the department's or agency's Equal Employment Opportunity Program objectives; and a manager's role in the Equal Employment Opportunity Program.

(2) Ability to plan, organize, and direct the work of multidisciplinary professional and administrative staff; analyze administrative policies, organization, procedures and practices; integrate the activities of a diverse program to attain common goals; gain the confidence and support of top level administrators and advise them on a wide range of administrative matters; develop cooperative working relationships with representatives of all levels of government, the public, and the Legislature and Executive branches; analyze complex problems and recommend effective courses of action; and prepare and review reports; and effectively contribute to the department's or agency's Equal Employment Opportunity objectives.

These knowledge and abilities are expected to be obtained from the following kinds of experience with substantial participation in the formulation, operation and/or evaluation of program policies (experience may have been paid or volunteer; in State service, other government settings, or in a private organization):

**CEA Level A** Responsible for broad administrative and program activities, including the execution and/or evaluation of program policies.

**CEA Level B** Responsible for extensive managerial and program administration or broad program manager experience with substantial participation in the formulation, operation, and/or evaluation of program policies.

**CEA Level C** Responsible for extensive highly professional influence and contributes to program, policy, and the methods to provide professional services needed to set policies, to meet the mission of the State department and often exercising technical and or

professional skills that are required at this level.

### **DESIRABLE QUALIFICATION(S)**

Sufficient knowledge of the organization, mission and statutory environment of the Department to allow the Career Executive Assignment appointee to function effectively in a policy-influencing assignment. In appraising experience, weight will be given to the following desirable qualifications, as well as possession of the minimum qualifications described above:

Knowledge of DDS programs, trends, and services for persons with developmental disabilities -- particularly for persons residing in developmental centers, community residential programs and correctional facilities.

Knowledge of the Lanterman Developmental Disabilities Act, Welfare and Institutions Code, Penal Code, court systems, and the regional center service delivery system.

Excellent interpersonal/communication skills, and management and leadership skills to ensure successful performance in an executive role. Able to communicate clearly, effectively and tactfully.

Strong management skills, particularly in the area of policy and program direction, and the demonstrated ability to facilitate the establishment of priorities.

Experience with persons with developmental disabilities and/or other populations with special needs being served within a developmental center. Direct experience in the operation of highly structured 24 hour care facilities.

Knowledge of principles and techniques of continuous quality improvement; and practices and trends of public administration, organization and management.

Knowledge of principles and practice of personnel management and effective supervision. Experience in an administrative or executive capacity with strong leadership skills. Understands the principals of staff related competency-based training and evidence based training.

Knowledge of principles, procedures and techniques used the oversight of staff involved in planning, evaluating and administering multidisciplinary treatment programs including behavior modification alternatives, methods of health care, habilitation, education and training of the GTA population with developmental disabilities.

Knowledge and experience with interpreting and employing licensing and certification guidelines and regulations and best practices.

### **EXAMINATION INFORMATION**

A minimum rating of 70% must be attained to obtain list eligibility. Hiring interviews may be conducted with the most qualified candidates. All candidates will receive written notification of their examination results. The result of this examination will be used only to fill the position of **CLINICAL DIRECTOR, Porterville DC**, with the **DEVELOPMENTAL SERVICES, DEPARTMENT OF**. Applications will be retained for twelve months.

*The results of this examination will be used only to fill this position.*

The examination will consist of an application/resume evaluation by a departmental evaluation committee. Interviews may be conducted if the evaluation committee or appointing power finds it necessary to make a final selection.

APPLICANTS WHO FAIL TO SUBMIT A STATEMENT OF QUALIFICATIONS WILL BE ELIMINATED FROM THE EXAMINATION.

## FILING INSTRUCTIONS

### Interested applicants must submit:

- A completed Standard State Application (Form 678).
- A "Statement of Qualifications". The Statement is a narrative discussion of how the candidate's education, training, experience, and skills meet the minimum and desirable qualifications and qualify them for the position. The Statement of Qualifications serves as a documentation of each candidate's ability to present information clearly and concisely in writing and should be typed and no more than two pages in length.
- Resumes do not take the place of the Statement of Qualifications.

### Applications must be submitted by the final filing date to:

DEVELOPMENTAL SERVICES, DEPARTMENT OF, Personnel Services Section  
1600 9th Street, MS-Q, Sacramento, CA 95814  
Peggie McQuillan | 916-322-7790 | [peggie.mcquillan@dds.ca.gov](mailto:peggie.mcquillan@dds.ca.gov)

## ADDITIONAL INFORMATION

The duty statement may be located at: <http://www.dds.ca.gov/JobBulletin/view.cfm?id=15072212>

## SPECIAL TESTING

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make specific arrangements.

## GENERAL INFORMATION

If you meet the requirements stated in this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of others who take this test, and all candidates who pass will be ranked according to their scores.

The DEVELOPMENTAL SERVICES, DEPARTMENT OF reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others.

**Class specs:** [CEA and Exempt Appointees](#)